

Pursuant to Section 1.111(e) of the Howard County Code, the following provisions of the Agreement, attached to the Bill as Exhibit A, between Howard County and the American Federation of State, County and Municipal Employees, Howard County Local 3888, Council 67, AFL-CIO conflict with the provisions of Title 1 “Human Resources” of the Howard County Code or the Employee Manual:

1. Section 1.4 – New Classifications
2. Section 1.6 – Union Continuity
3. Section 2.2 – Dues Deductions for Employees who Join the Union.
4. Section 2.3 – Service Fee for Employees Who Are Not Members of the Union
5. Section 2.4 – Failure to Pay Service Fee
6. Section 2.5 – Condition Precedent for Dues and Fee Deductions
7. Section 2.7 – Periodic Dues/Service Fees Deduction
8. Section 2.8 – Authorization for Dues Deductions
9. Section 2.9 – Insufficient Pay for Dues or Service Fee
10. Section 2.10 – Amount of Dues/Service Fees
11. Section 2.11 – Indemnification Clause
12. Section 3.1 – Designation of Representatives
13. Section 3.3 – Individual Representation
14. Section 3.4 – Union Visitation
15. Section 3.5 – Union Representation
16. Section 3.7 – Union Office
17. Section 3.8 – Orientation
18. Section 3.10 – Informational Meetings
19. Section 5.1 – Regular Workweek
20. Section 5.5 – Testing; Medical Examinations
21. Section 5.6 – Paid Status
22. Section 7.1 – Salary Scale; Adjustments
  - Subsection (a)
23. Section 7.2 – Step Increment; Copy of Performance Review
  - Subsection (c)
24. Section 7.4 – Meal Allowances
25. Section 8.1 – Shift Differential
  - Subsections (a)(1), (b)(1),(b)(2) and (c)

26. Section 8.3 – Call-in-Pay
27. Section 8.6 – Commercial Driver’s Licenses (CDLs)
28. Section 8.9 – Mechanics’ Certification Premium
29. Section 8.10 – Emergencies
30. Article 9 – Secondary Employment
31. Section 10.1 – Holidays
  - Subsections (b), (c), (d), (e) and (f)
32. Section 10.2 – Annual Leave
  - Subsections (e) and (g)
33. Section 10.4 – Disability Leave
  - Subsection (b)
34. Section 10.9 – Leave of Absence
35. Section 10.10 – Union Leave
36. Section 11.1 – Health Insurance
  - Subsection (b)
37. Article 12 – Protective Clothing and Uniforms
38. Article 13 – Grievance Procedure
39. Section 14.2 – Removal of Information
40. Section 14.3 – Employee Additions
41. Article 15 – Safety
42. Article 16 – Tool Replacement
43. Article 17 – Use of Telephones
44. Article 18 – P.E.O.P.L.E. Deduction
45. Section 19.1 – Vacancies
46. Section 19.2 – Work Standards – Trial Period
47. Section 19.3 – Demotions
48. Article 23 – Duration and Finality of Agreement